

Dobson Rescue Squad Inc

Executive Director / CEO

EIN 561390074
 NC · NTEE E62
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Angela Cockerham, Executive Director / CEO** (\$1,775) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

Benchmarked executive: Angela Cockerham — reported title “Secretary-Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E62).
BUDGET	Total revenue between \$110,501 and \$247,390 — 0.67x to 1.50x the subject's \$164,927 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E62), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$469	\$1,434	\$4,506	\$29,267	\$38,875	\$1,775
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 32ND
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to NC cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bennetts Valley Ambulance Association	PA	\$182,295	Manager	\$35,443	\$35,112	2024
Kickapoo Valley Rescue Squad Inc	WI	\$145,813	Secretary	\$1,000	\$1,068	2023
Southern Cove Ems	PA	\$143,459	Treasurer	\$5,591	\$5,702	2023
Riceville Ambulance Service Inc	IA	\$137,658	President	\$2,558	\$2,711	2025
North Wayne Ambulance Service	IL	\$192,487	Sec/treas Asst Coordinator	\$18,835	\$18,938	2023
Potosi Rescue Squad Inc	WI	\$193,676	Chief	\$3,190	\$3,309	2024
Walhalla Ambulance Service	ND	\$201,685	President	\$26,053	\$29,241	2023
Montfort Rescue Squad Inc	WI	\$202,523	Chief	\$1,907	\$1,978	2024
Fair Lawn Borough Volunteer	NJ	\$202,735	Trustee	\$1,500	\$1,370	2023
Deuel County Ambulance Inc	SD	\$203,516	President	\$150	\$164	2024
B Holding Group Foundation Inc	GA	\$203,665	Executive Di	\$38,210	\$39,293	2023
Chestnut Ridge Ambulance Assoc	PA	\$204,193	Manager	\$30,334	\$29,276	2025
Manasquan First Aid Squad	NJ	\$123,706	Corr. Secre.	\$500	\$443	2024
St Mary Emergency Medical Services	PA	\$123,561	Smmc President Thru 7/22	\$326,765	\$333,276	2023
Tusten Volunteer Ambulance Service	NY	\$209,106	Captain	\$69,875	\$62,725	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Southwest Region Ems & Trauma	WA	\$209,197	Executive Director	\$33,905	\$30,155	2024
Community Ambulance Service Of	MT	\$211,461	President	\$675	\$704	2025
Durant Ambulance Service Inc	IA	\$215,447	President	\$347	\$389	2023
Reynoldsville Area Ambulance A	PA	\$110,762	President	\$5,720	\$5,834	2023
Fennimore Area Rescue Squad Inc	WI	\$226,423	Chief	\$9,678	\$10,041	2024
Maddock Ambulance Service	ND	\$235,487	President	\$2,311	\$2,454	2025
Jackson Twp Emergency	IN	\$246,841	President	\$1,553	\$1,627	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to NC cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	22 organizations. Compensation range \$164–\$333,276; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$164,927); for reference, expenses \$89,175 and assets \$1,054,529. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Angela Cockerham, reported title " <i>Secretary-Treasurer</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 nd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	32 nd

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Angela Cockerham) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 22 similarly situated organizations (Same NTEE sector (E62), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,775 is reasonable (approximately the 32nd percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.